

**Employment Indicator Decision Support System
Area Agencies-Employment Providers – Ad Hoc Group
Bureau of Developmental Services
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Purpose of the Meeting:

- To orient Area Agencies, Area Agency employment programs, and data gatherers about the Employment Indicator Decision Support System
- Determine how data is currently used **vs.** How they want to use data in the future
- What they want to keep from the existing semi-annual survey
- Identify new data elements

Current Use/Issues Associated with Semi-Annual Survey:

- There are several limitations of existing survey instrument. In order to manipulate the data, the data has to be exported into another application.
- No way to tie employment data to Individual service plans. Data doesn't correlate with progress reports, annual reports, or desired outcomes.
- Some agencies meet on a semi-annual basis with their employment vendors to discuss vocational outcomes as part of contract negotiations.
- Most depend on other databases at their agencies to get reliable information (i.e. functional impairments, disabling condition, etc.) as opposed to getting it from the Mr. Ed system.

Future Data Use:

- Would like the employment data to fit into the broader context of individuals life/service plan.
- Development of a "Report Card" so that outlines the performance of employment providers such that the information is used for individuals and families self directing their services
- Should capture volunteer work – PWD spend a lot of time volunteering and a community impact report that speaks to the volunteer contributions to the community is highly desirable.
- Desire for staff and organizations to pay greater attention to the survey – for data quality/reliability as well as for monitoring program performance.
- Staff integral to the interface must have access.
- Produce a monthly progress note.
- Ability to sort by person, vendor, employer, benefit specialists, service coordinators.
- Trend/time series analysis to allow for a person and their team to review "then" and "now" comparisons over time.
- Celebrate successes; transformations; impact
- Incorporate self-directed service info/considerations into planning and design elements
- Identify type of funding used

- Crosswalk from BTS system to help with enrollment process.
- Within AAs there are multiple employment provider types – Case management only, CDS/Private; Vendors, and programs within AAs. Group would like each AA to have a listing of only those programs they have under contract/operation as opposed to screen showing all providers in the state to select from.
- Re: Job end date – would like to include a response category that includes “left to accept better job”; “medical reasons”; “retirement” .
- Would like a picklist from ONET, or
- Identify weighted average for hours worked and specify weekly or monthly.
- Rephrase the question national supports – keep the intent of the question.
- Identify total AA population and who have goals of employment/or work. Not just people who already work.
- Include school age youth in the data system as they are eligible for AA services.

Items to Start Tracking:

- Goals for employment, and to have them correspond to the ISP/VR systems where applicable.
- Ability to sort by individual, vendor, region, state, provider.
- Engage field staff in workflow issues. (note: we will need to map who keeps what information as not all staff have equal use or access to indicator specific measures.
- Review rate of pay method so it can include self employment and piece meal, in some instances.
- Identify source of job lead
- Identify specific information about employers
- Build in quality control measures
- Need to adapt the 4 Autism codes for the functional impairment section – should come from the registry (CP); and include Severe Learning Disability.
- Change all MR related language to Intellectual disability

Other issues:

- There are several parallel tracks that agencies are operating simultaneously, for example, core indicator project, self directed services, and others. Need to try to shape efforts in a way that works at all levels.
- Work with Autism Registry folks and the SD workgroup to get input on how efforts can be leveraged.